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**From:** Kate Corbett <kate\_hennessey@hotmail.com>  
**Sent:** Monday, March 24, 2008 10:29 AM  
**To:** Corbett, Kate (DPH)  
**Subject:** FW: FYI from HR

From: [nemedina@rcn.com](mailto:nemedina@rcn.com)  
Subject: FYI from HR  
To: [kate\\_hennessey@hotmail.com](mailto:kate_hennessey@hotmail.com)  
Date: Mon, 24 Mar 2008 10:03:10 -0400

Nicole Medina

--Forwarded Message Attachment--  
Subject: RE: Medina, Nicole  
Date: Mon, 24 Mar 2008 08:25:16 -0400  
From: [Carol.Cormier@state.ma.us](mailto:Carol.Cormier@state.ma.us)  
To: [nemedina@rcn.com](mailto:nemedina@rcn.com)

Sick does not change. It is always 15 days per year. Let me know if you have additional questions.

-----Original Message-----  
From: N. Medina [<mailto:nemedina@rcn.com>]  
Sent: Saturday, March 22, 2008 12:07 AM  
To: Cormier, Carol (EHS)  
Subject: Re: Medina, Nicole

Thank you so much for this information. I do have one last question, will the sick time rate change at the same time as the vacation or is that more years of service before that is adjusted?

Thanks again,  
Nicole

----- Original Message -----  
From: "Cormier, Carol (EHS)" <[Carol.Cormier@state.ma.us](mailto:Carol.Cormier@state.ma.us)>  
To: "N. Medina" <[nemedina@rcn.com](mailto:nemedina@rcn.com)>  
Sent: Friday, March 21, 2008 9:59 AM  
Subject: RE: Medina, Nicole

Hi,

1) Salaries are governed by the promotion rule in the union contract. (see below). In your particular case you would end up at Step 2 of a Chemist II (1758.10)

Whenever an employee receives a promotion to a higher job group, the

employee's new salary rate shall be calculated as follows:

1. Determine the employee's salary rate at his/her current job group;

2. Find the next higher step within the employee's current job group, or, for employees at the maximum rate within their current job group, multiply the employee's current salary rate by one plus two one-hundredths (1.02);

3. Compare the resultant amount to the rates for the higher job group into which the employee is being promoted;

4. The employee's salary rate shall be the first rate in the higher job group which at least equals the resultant amount.

2) Julie is going to file a maintenance reallocation which means that it is supported by management. I sent her the information yesterday.

3) Here is the link to the GIC website which has all the information on you benefits as I am not sure of what information in particular you need. <http://www.mass.gov/gic/>

4) You go to the next vacation increment at 4.5 years. However, the systems works as follows. Each July it looks at who will hit there 4.5 years in the upcoming fiscal year and in your case you will hit that in May 2009. So effective July 1 you will start earning at the higher rate so the credit you get on August 1, 2008 for the month of July will reflect the higher credit.

Please let me know if you have additional questions.

-----Original Message-----

From: N. Medina [<mailto:nemedina@rcn.com>]

Sent: Friday, March 21, 2008 6:23 AM

To: Cormier, Carol (EHS)

Subject: Re: Medina, Nicole

Hi Carol,

I know that I had asked you this a while ago and I spoke with Julie yesterday about the reclassifications. I had a question about if the reclassification did go thru would I begin at Chem II step 4? Also,

Julie  
had said that if you didn't get positive news today that she  
would  
suggest  
that I file a grievance with the union to "preserve the date"?  
I am  
not  
sure that I understood that but if that is what happens does that  
mean  
that  
I would be paid retro from the day I filed with the union?

Also, at some point today could you possibly outline the benefits  
for  
the  
Life Ins & LTD that I have. And lastly, can you tell me when it  
is that  
I  
would get the additional week for vacation I can't remember if it  
is 4  
or  
4.5 years. I am getting eager b/c it will be 4 years for me on  
Nov 1st  
of  
this year.

Thanks again,  
Nicole Medina

----- Original Message -----

From: "Cormier, Carol (EHS)" <Carol.Cormier@state.ma.us>  
To: "Nicole Medina" <nemedina@rcn.com>  
Sent: Wednesday, November 07, 2007 4:09 PM  
Subject: RE: Medina, Nicole

Hi,

With the 3% union increase and your step increase to step 4 your  
new  
salary is \$1677.95.

If you were promoted to a Chemist II the pay rate would be  
\$1758.10  
(Step 2). Let me know if you have additional questions. Thanks

-----Original Message-----

From: Nicole Medina [mailto:nemedina@rcn.com]  
Sent: Monday, November 05, 2007 10:25 AM  
To: Cormier, Carol (EHS)  
Subject: Medina, Nicole

Hi Carol,

I was wondering if you could look up two things for me. I had my  
3 year  
anniversary on 11-01-07 and I wanted to know if you could give me  
the  
new payrate. Also I am not sure when this will be taking place  
but can  
you also give me the payrate for a chem 2 and if I were to get

that  
would it be at the 3 year payrate or would it be chem 2 first  
step? I  
am meeting with a financial planner and I need to have this  
information.  
Thanks again!

Nicole Medina  
Nicole Medina

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Watch "Cause Effect," a show about real people making a real difference. [Learn more.](#)